

HAWAI‘I’S PROPOSED INNOVATIVE EARLY EDUCATOR PREPARATION PROGRAM REFORMS

**Early Educator Investment Collaborative
Funding Opportunity**

Presentation for Early Learning Board

Feb. 13, 2020



PROBLEM

Urgent Need

There is an urgent need for more qualified ECE lead teachers as Hawai'i's governor, legislators, business, philanthropy, and early care and education leaders advocate for expanding early learning services to all three and four-year olds throughout the state over the next 10 years.

Structural Barriers

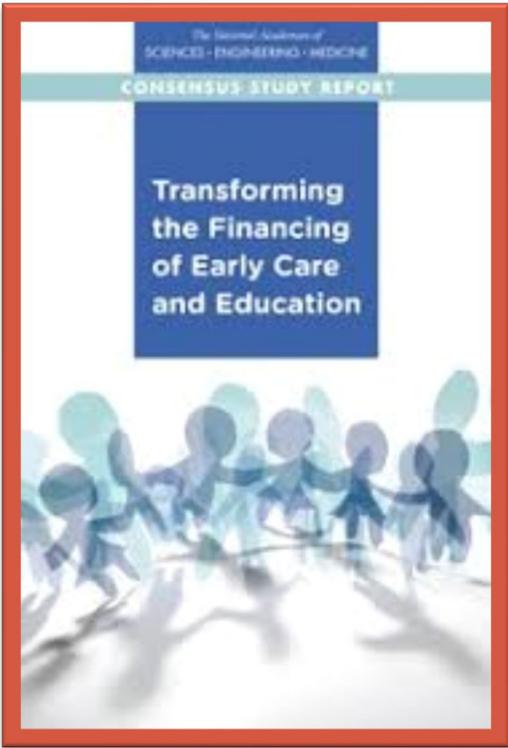
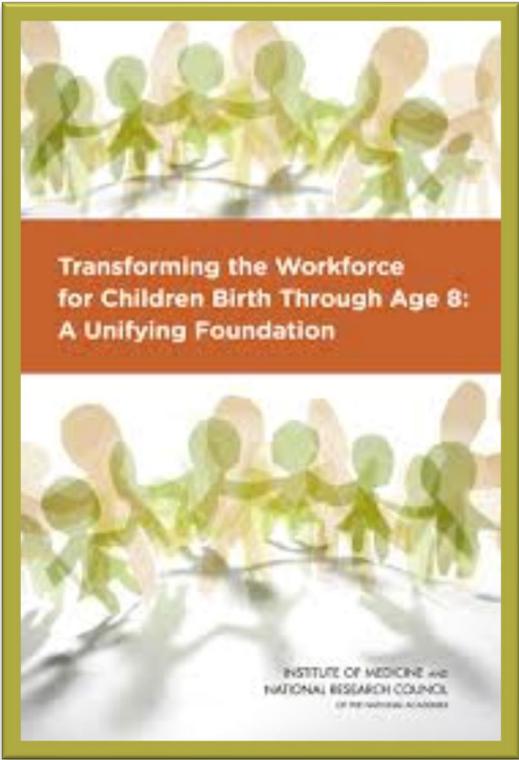
- Current and prospective ECE teachers face significant structural barriers to obtaining associate and bachelor degrees.
- They are often racially, ethnically, linguistically, and socioeconomically diverse; work in EC programs and making low wages; living in neighbor islands, rural or remote areas; raising their own young children. Some are English language learners,

Where are They Working

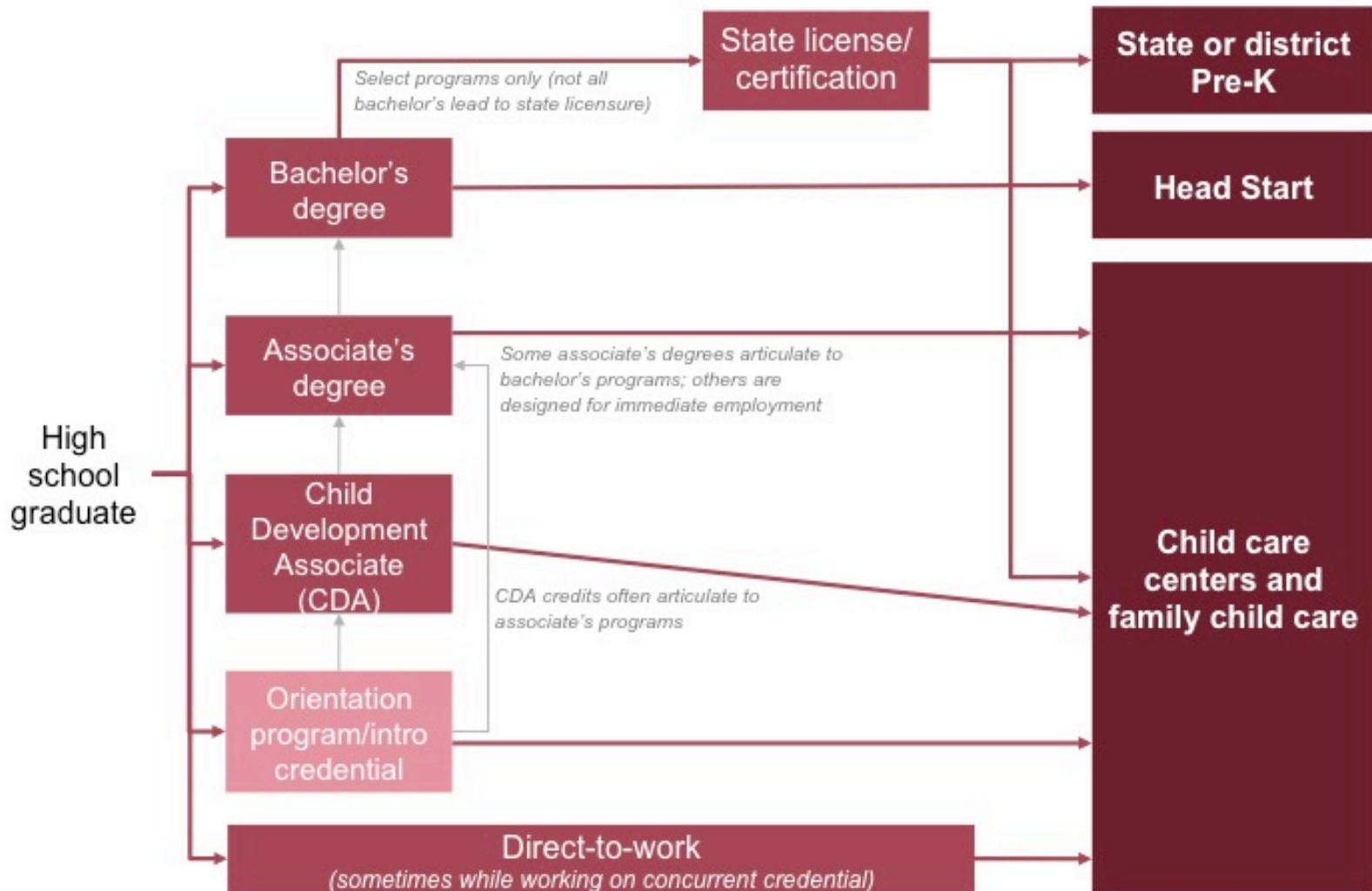
- Many of them have been working with young children as teachers, assistant teachers, aides, substitute teachers, volunteers
- In private preschools and day care centers, public and private preschool and elementary schools, Head Start, family-child interaction learning programs, before and after school and summer programs, family child care providers, home visitors

TRANSFORMING THE WORKFORCE AND FINANCING OF ECE

IOM's Transforming the Workforce (2015) & NASEM's Transforming the Financing of Early Care and Education (2018) Reports

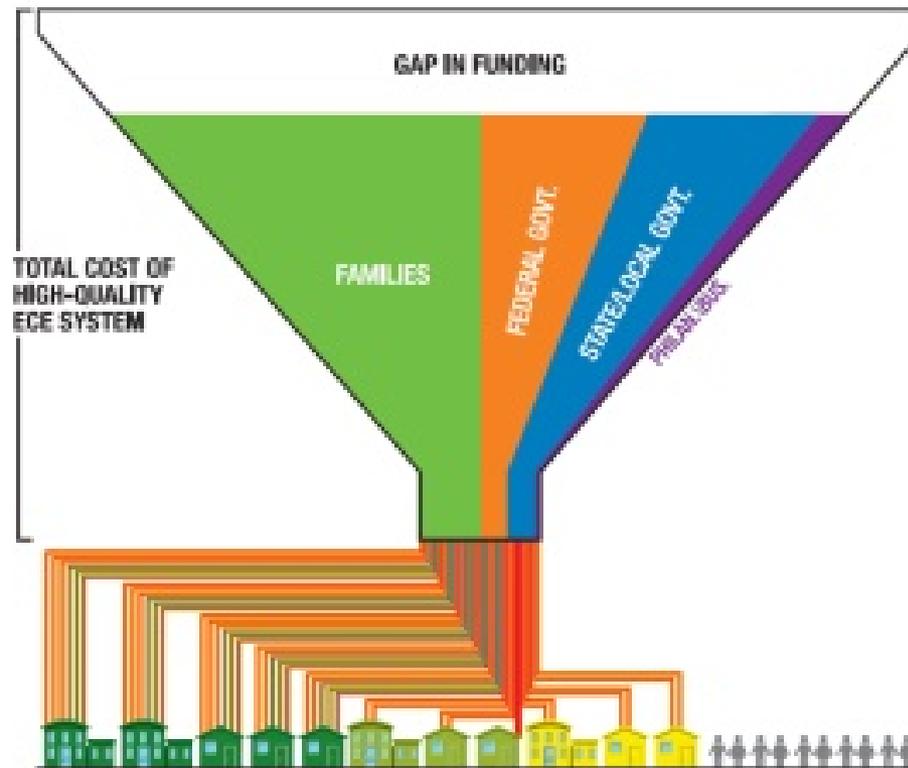


Pathways to an Early Childhood Teaching Career



This is not of Hawaii. Just an example of pathways in ECE

ECE FINANCING LANDSCAPE: TRANSITION PERIOD



LEGEND



Centers



Homes



High-Quality
Setting

Low-Quality
Setting



Not receiving
ECE services

Financing Provided For...

Quality
Standard

Direct Service
Delivery

Workforce
Supports

Facilities

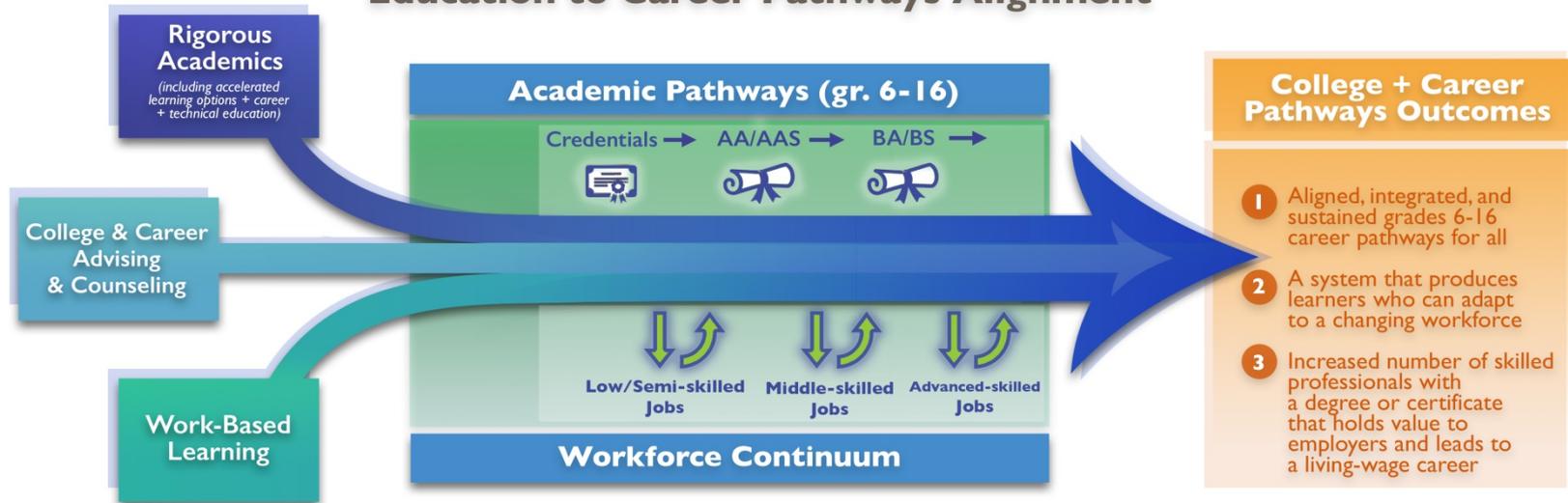
Quality
Assurance &
Improvement

Median Hourly Wages for Early Learning Teachers with a Bachelor's Degree by Setting Type



This is not from Hawaii

Education to Career Pathways Alignment



The national Power to the Profession (P2P) initiative is working to create a shared framework that



unifies the entire profession.

QUALITY IS TIED TO *compensation*

Voters agree: Early childhood educators are paid too little and their wages should be raised.

naeyc[®]

www.naeyc.org/profession

FUNDING OPPORTUNITY

Early Educator Investment Collaborative Vision

- A country where there is no opportunity gap among children, where every child makes lasting gains in cognitive, social, and emotional development through their early care and education experience.
- We, a national funders group, are working to link early educator professional competencies with professional compensation and to transform the preparation of early educators.

EEIC Steering Committee Funders



Two-Year Grant

- Will fund a limited number of two-year grants
- For interdisciplinary partnerships to innovatively transform early childhood education (ECE) lead teacher preparation programs and compensation for ECE lead teachers
- The letter of intent is due on March 2, 2020.
- <https://earlyedcollaborative.org/>

HAWAII'S EEIC LETTER OF INTENT

Lead Applicant and Lead Partners

- The lead applicant for this project is the University of Hawai'i at Mānoa
- Lead partners are Hawai'i Teacher Standards Board and the Executive Office on Early Learning.
- Early funding to support project development and grant writing is from Samuel N. and Mary Castle Foundation and Hawai'i Community Foundation.

Three Fundamental Goals

- 1) Reflect Hawai'i's values, diversity, and community-based assets in the state's early childhood workforce system of support, including its teacher degree pipeline.
- 2) Build the capacity of Hawai'i's higher-education system to support preparation of the early childhood workforce, including statewide alignment of teacher degree pathways, credentials, and supports for degree seekers.
- 3) Provide Hawai'i's early childhood workforce with necessary resources, including competitive salaries.

Multiple Pathways

- This project will promote diversity and inclusion by developing multiple education to career pathways
- Current and prospective students, especially those who have already been working with children, enter at different points.

System Building Strategies Being Enhanced

1. Accessible, affordable, high quality competency-based education to career pathways between UH community colleges and the four-year public and private universities in Hawaii to complete a bachelor degree in ECE, birth through age 8
2. Stackable credentials
3. Well-designed articulation agreements
4. Competency-based courses and mentoring in quality field experiences

System Building Strategies Being Piloted

5. Integrated advising and financial support services
6. Common prior learning assessment
7. An apprenticeship in a community-based agency
8. Building a pool of instructional coaches to assist beginning teachers

System Building Strategies Being Piloted

9. Plan for Compensation

- Task Force on Early Educator Quality and Equity under the Early Learning Board
- ECE Workforce Equity Study
- Build a pathway to competitive salaries into the implementation plan for expansion of three and four year olds in our state

YOUR SUPPORT NEEDED

Letters of Support Needed

- Please email

- ❖ Justina Acevedo Cross at JAcevedo-Cross@hcf-hawaii.org

Or

- ❖ Dr. Terry Lock at locktf@hawaii.edu.